



# 2015 Real Jobs RI Grant Recipients

Real Jobs RI is Rhode Island's new workforce development initiative that invites employers within a specific industry or region to come together to identify common workforce challenges. Linked by a lead convener, these partners identify challenges, propose solutions, and gather the necessary partners to make those solutions a reality. Through this process, partnerships will provide targeted education and skills training to Rhode Island workers, meet the talent needs of employers, and strengthen Rhode Island's economy.

In November 2015, the Department of Labor and Training awarded twenty-six (26) Real Jobs RI Implementation Grants to partnerships in eleven (11) industries, as well as four (4) regions. Several of these partnerships are focused on building pathways to employment for specific populations such as low-income families, ex-offenders, and Veterans. Implementation Grants will fund employer-designed worker training, as well other innovative workforce solutions that these partnerships have developed.

Please see below for the complete list of grantees by industry.

## ≈ AQUACULTURE

### Aquaculture Training Partnership

**Lead Applicant:** The Education Exchange

**Employers Partners:** East Coast Shellfish Growers Association, Cedar Island Oysters, Behan Family Farms, East Beach Farm, East Beach Oyster Farm, Matunuck Oyster Farm, Watch Hill Oysters, Ocean State Shellfish Cooperative, Walrus and Carpenter Oysters, American Mussels, American Mussel Harvesters, Salt Pond Oyster Company, Jamestown Oyster Company

**Strategic Partners:** Roger Williams University, The Coastal Institute – URI, Town of South Kingstown, Michael Jarret, Literacy Volunteers of Washington County, Welcome House of South Country, Jonnycake Center of Peace Dale, Families Leaning Together Through Literacy

**Abstract:** The Aquaculture Training Partnership has developed an innovative approach to provide training for careers in the oyster farm industry while providing incumbent workers with additional industry certifications to increase skills and wages. This employer driven partnership identified skills gaps, designed training to close those gaps, and developed a training plan to produce qualified candidates for employment in this growing industry.



## BIO SCIENCE

### Biomedical Equipment Technician & Data Scientist Apprenticeship Program

**Lead Applicant:** Claflin Medical Equipment

**Employers Partners:** Claflin Medical Equipment, Claflin Company, South County Hospital, VA Memorial Hospital, RI Free Clinic

**Strategic Partners:** Community College of RI, Year Up

**Abstract:** Employers in the biomedical equipment industry have difficulty finding qualified labor to fill equipment and IT positions. The pool of Rhode Island workers who can meet this demand is insufficient. As a result, these jobs are going to job seekers from out of state; positions stay vacant for long periods of time; and companies often need to provide in-house training (which most are unprepared to do). This partnership will create an apprenticeship program, and a pipeline of trained technicians to meet the growing needs of RI employers in a high-wage, high-skilled occupation.

### MedTech Innovation Engine

**Lead Applicant:** MedMates

**Employers Partners:** Ximedica, Aspiera, HealthID, Blue Cross Blue Shield, Synchronized Sales, Sproutel, Neighborhood Health Plan of RI

**Strategic Partners:** Tech Collective, RI Bioscience Leaders, Brown, Science and Technology Advisory Council

**Abstract:** The MedTech Innovation engine will create a comprehensive curriculum for MedTech entrepreneurs; resulting a replicable solution that continuously generates new and higher wage jobs in the med-tech sector in Rhode Island. The MedTech Innovation Engine is a partnership of organizations and individuals that will collaborate to support the launch and growth of medical technology ventures. The partnership will create a resilient conduit for med-tech innovation throughout Rhode Island and a launchpad for collaboration throughout the region and beyond.



## CONSTRUCTION

### Residential Construction Workforce Partnership

**Lead Applicant:** Rhode Island Builders Association

**Employers Partners:** RI Builders Association (900 member firms), RI Building Materials and Lumber Dealers Association (Approx. 32 firms),

**Strategic Partners:** Providence Revolving Fund, Building Officials Association, New England Institute of Technology, Youth Build, MTTI, Milenio Latino Institute, RI Career & Tech schools (10)

**Abstract:** The Residential Construction Workforce partnership brings together the residential construction industry to solve its collective workforce issues. To facilitate skills growth and job placements, the partnership intends to coordinate recruitment for training programs, align curriculum in training centers to better meet industry need, create a job bank, provide professional education to help firms grow, and reach out to minority labor pools to overcome employment barriers.

## Building Futures

**Lead Applicant:** The Providence Plan (Building Futures)

**Employers Partners:** RI Building & Construction Trades Council, Build RI, Associated General Contractors – RI, Gilbane Building Company, Shawmut Design & Construction, East Coast Interiors Inc., Equality Construction, H. Carr & Sons, Deepwater Wind LLC, Rossi Electric Company

**Strategic Partners:** Brown University – Facilities Division, City of Providence – Purchasing, ONE Neighborhood Builders, RI AFL-CIO, University of Rhode Island – LRC/Economics, Greater Providence Chamber of Commerce, Shechtman-Halperin-Savage LLP

**Abstract:** The Building Futures partnership will focus on addressing the skilled workforce needs of the construction sector while unlocking more employment opportunities for entry-level and incumbent workers. The partnership seeks to harnesses the power of Registered Apprenticeship to create a seamless pipeline of skilled workers and defined career pathways to meet current and future workforce demands. The plan includes training to provide critical skills in maritime safety, rigging, and scaffolding to meet the demands of employers who will be constructing large-scale energy projects.

## Real Jobs RI Construction Trades Skill-Up

**Lead Applicant:** West Elmwood Housing Development Corporation

**Employers Partners:** Rhode Island Black Contractors Association, NeighborWorks Blackstone River Valley, Providence Revolving Fund, Coast Modern Construction, ACR Construction

**Strategic Partners:** YouthBuild Providence, KITE Architects

**Abstract:** The Construction Trades Skill-Up Partnership seeks to establish a culture of opportunity and improvement in the local construction industry by developing a replicable professional development continuum that strengthens contractors' capacity to meet industry needs. Such an approach will have a cross-industry impact, increasing entry-level workers' skills and employment opportunities, increasing contractors' competitiveness and supply of skilled workers, and enabling developers to complete successful developments and meet hiring mandates.

## Rhode Island Urban Apprenticeship Program

**Lead Applicant:** United Association of Plumbers and Pipefitters, Local 51

**Employers Partners:** HART Engineering Corporation, Delta Mechanical Contractors LLC, Nexgen Mechanical Inc., Aero Mechanical Inc., New England Trace

**Strategic Partners:** Mayforth Group, New Commons, Progreso Latino, Urban Ventures

**Abstract:** The Rhode Island Urban Apprenticeship Program seeks to meet growing demand in the plumbing, pipefitting, and steam fitting trades while connecting these careers to Rhode Island's fast growing urban population. The partnership seeks to develop an innovative, hands-on pre-apprenticeship program that serves as a pathway to a full-time apprenticeship in these trades; meeting demand while opening the doors of opportunities to more Rhode Islanders.

## DEFENSE

### Pipelines to Manufacturing Careers in Ship Building

**Lead Applicant:** Electric Boat

**Employers Partners:** Electric Boat, Guill Tool, Toray, Applied Radar, VR Industries

**Strategic Partners:** New England Institute of Technology, Community College of RI, Rhode Island Department of Education, Rhode Island College

**Abstract:** The Pipelines to Manufacturing Careers in Ship Building partnership is unique to the Real Jobs RI effort and unique to the state of Rhode Island. Led by Electric Boat, the partnership seeks to create training programs and a medium/long-term pipeline of skilled workers to fill one of the largest planned hiring efforts in Rhode Island's history - the estimated need for more than 10,000 skilled workers in the maritime manufacturing industry over the next 10 years.

### Real Jobs Rhode Island Cybersecurity Partnership

**Lead Applicant:** Southeastern New England Defense Industry Alliance

**Employers Partners:** Dell SecureWorks, PURVIS Systems, Raytheon Company, Rite-Solutions, SEA Corporation

**Strategic Partners:** Roger Williams University, University of Rhode Island, Brown University, New England Institute of Technology, Bryant University, Johnson & Wales University

**Abstract:** The Cybersecurity Partnership seeks to provide industry-led cybersecurity workforce training for Rhode Island's underemployed, unemployed, Veterans, and high school and college students. This multifaceted approach will include awareness efforts, competency assessments, rapid certification training, internships, and intellectual property to market mentorships.

## DESIGN

### Design FORWARD Partnership

**Lead Applicant:** DESIGNxRI

**Employers Partners:** Taylor Box Company, Orange Square, Bradford Soap Works, KITE Architects, Blue Cross Blue Shield of Rhode Island, Ximedica

**Strategic Partners:** DownCity Design, RISD Continuing Education

**Abstract:** DESIGN FORWARD is a comprehensive strategy with three distinct elements that together seek to strengthen and support the design sector skills and career development in Rhode Island. The training strategies are developed to ensure that existing designers are able to adapt in response to emerging trends, that emerging designers have the support they need to find success in the workplace, and that the designers of the future are aware of possible design career pathways and are developing the skills necessary to pursue them.

## \$ FINANCE & INSURANCE

### Insurance Innovation Partnership

**Lead Applicant:** Independent Insurance Agents of RI (IIARI)

**Employers Partners:** Butler & Messier, Inc., Paquin Insurance, Mansfield Insurance, Lezaola Thompson Insurance, Interstate Insurance & Finance Company

**Strategic Partners:** Real Jobs Partnership of Northern RI, InVEST

**Abstract:** The Innovative Insurance Partnership intends to create and implement a comprehensive recruitment and training program to address the employment needs of an aging insurance workforce. Using employer-led curriculum, emphasis will be placed on attracting new talent to the industry and while training the existing workforce to keep up with the evolving trends of the industry.

### Rhode Island Financial Skills Initiative

**Lead Applicant:** Rhode Island Bankers Association

**Employers Partners:** Bank of America, BankRI, BankFive, BankNewport, Centreville Bank, Citizens Bank, Coastway Community Bank, Freedom National Bank, Home Loan Investment Bank, Savings Institute Bank & Trust, Santander Bank, Washington Trust, Webster Bank

**Strategic Partners:** University of Rhode Island – Business Engagement Center

**Abstract:** The Rhode Island banking industry currently lacks an industry-wide comprehensive training resource. As the current banking workforce ages, this presents a significant challenge as there is no longer a pipeline of emerging talent in Rhode Island with the requisite skills to replace them. The Rhode Island Financial Skills Initiative brings together employers, education providers, and a trade association, to provide Rhode Island's banking industry with the training resources and talent needed to remain successful.

## + HEALTHCARE

### Healthcare Training Collaborative

**Lead Applicant:** Saint Antoine Residence

**Employers Partners:** Saint Antoine Residence, Ballou Home, Scandinavian Home, HomeFront Healthcare, Tockwotton Senior Care, PACE

**Strategic Partners:** CareLink, URI Department of Nurse Practitioner and Physical Therapy, Rhode Island College, Stepping Up, Tockwotton, Genesis Center

**Abstract:** The Healthcare Training Collaborative seeks to address both current and emerging needs in eldercare by providing soft skills and job-specific skills training, placing highly skilled and trained people into job opportunities with healthcare employers, and offering additional training opportunities that lead to career advancement and higher pay. These actions are part of a broader effort to respond to the workforce needs of employers while supporting job seekers, particular low-income job seekers, on the path to economic self-sufficiency.

## CNA Talent Network

**Lead Applicant:** UNAP RIH Education Fund – Stepping Up Program

**Employers Partners:** Atria Lincoln Place, Bayberry Commons, Coventry Center Skilled Nursing and Rehabilitation, Elmwood Health Center, Gleason Medical Services, Health Concepts, Ltd., Homefront Health Care, Home Instead Senior Care, Morgan Health Center, Pine Grove Health Center, Rhode Island Hospital, Riverview Healthcare Community, Scallop Shell Nursing & Rehab Center, South Kingstown Nursing & Rehab Center, Tamarisk Assisted Living, Village House, Visiting Angels, Westerly Health Center, West Shore Health Center, Westview Nursing & Rehabilitation Center, Woodpecker Hill Health Center

**Strategic Partners:** Community College of RI, Dorcas International Institute of Rhode Island, Genesis Center, New England SEIU Local 1199, Providence Housing Authority, Rhode Island College, Saint Antoine Community, United Nurses and Allied Professionals, Workforce Solutions of Providence/Cranston

**Abstract:** This partnership is led by 21 healthcare employers and is designed to respond to their collective difficulty in hiring and retaining a high-quality workforce, with a focus on Certified Nursing Assistants (CNAs). The partnership will provide an innovative approach to the existing CNA training program at CCRI by providing a cohort of CNA trainees with Department of Health-approved training in clinical skills and essential skills, along with career planning, case management services, and extended work experiences. The trainees will then be hired into positions at partner employers, where they will continue to receive personal job coaching throughout their probationary period.

## Healthy Jobs for Rhode Island

**Lead Applicant:** Rhode Island College

**Employers Partners:** Care New England, Gateway Healthcare, CharterCARE, Nalari Health, South County Hospital

**Strategic Partners:** Hospital Association of Rhode Island, Central Falls School District, RI Department of Behavioral Health, Developmental Disabilities and Hospitals, RI Department of Health, Welcome Back Center, Substance Abuse and Mental Health Leadership Council, Community Care Alliance, North Providence School Department

**Abstract:** Healthy Jobs for Rhode Island is a working collaboration of healthcare employers, higher education providers, nonprofits, K-12 school districts, and state regulators who have developed a program for lifelong learning and employment advancement in the evolving healthcare industry. The partnership bridges the often diverse needs of employers and the workforce through a multifaceted training plan that addresses the challenges workers typically face in entering and advancing in the healthcare industry. The partnership seeks to recruit and hire from non-traditional sources, while mentoring and coaching workers to assure success.

## HOSPITALITY

### RI Food Management Training Partnership

**Lead Applicant:** Rhode Island Hospitality Association

**Employers Partners:** RI Hospitality Education Foundation, National Restaurant Association Educational Foundation, American Hotel & Lodging Educational Institute, Chelo's Hometown Bar & Grille, Chez Pascal, Gregg's Restaurants & Pubs, Harbor Lights, Hotel Viking, Lucia Italian Restaurant, McGrath Clambakes, Meritage Restaurant, Ocean House, Omni Hotels & Resorts, Packaging & More, Panera Bread, Providence Marriott Hotel, Pt. Judith Country Club, Regan Communications, Simone's Restaurant, T's Restaurants, Tallulah on Thames, Vanderbilt Grace, Wyndham Garden Providence

**Strategic Partners:** Johnson & Wales University, Community College of Rhode Island, Hope & Main incubator kitchen, Workforce Solutions of Providence Cranston, Providence Cranston Workforce Investment Board

**Abstract:** The Rhode Island Food Management Training Partnership intends to create the first and only leadership training program for mid-level employees in the food cluster industry within Rhode Island. The program will offer case management, work readiness training, occupational skills training, support services, and follow-up services to help workers progress up the career ladder. Coursework and instruction will be based on skills that industry experts and academia identified as necessary to succeed in the food cluster industries.

## INFORMATION TECHNOLOGY

### Information Technology Real Jobs Partnership

**Lead Applicant:** Tech Collective

**Employers Partners:** AIPSO, Amica Insurance, Atrion Networking Corporation, Brave River Solutions, Computer Associates, Envision Technology Advisors LLC, IGT, OSHEAN, Rhode Island Quality Institute, Secure Future Tech Solutions, United Natural Foods Inc, Worldways Social Marketing

**Strategic Partners:** Workforce Partnership of Greater Rhode Island, Opportunity@Work, Bryant University, Community College of RI, New England Institute of Technology, Rhode Island College – Adult Education, Chariho Career and Technical Center, Coventry High School, Rhode Island Department of Education, Rhode Island STEM Center, Warwick Area Career and Tech, Junior Achievement of RI, pathidi, Providence After School Alliance, SkillsUSA RI, itSM Solutions, LaunchCode, New Horizons, Center for Women and Enterprise, MedMates, StartUp Community of RI

**Abstract:** The Information Technology Partnership is an employer-led collaborative focused on implementing industry-driven workforce strategies. The partnership's workforce training plan includes incumbent worker training for existing entry-to-mid level employees, as well as the creation of career pathways for new entrants into the industry. The program also seeks to map the education and training ecosystem in Rhode Island and identify opportunities to create new programs to fill gaps.



## Partnership for Real IT Jobs

**Lead Applicant:** LaunchCode

**Employers Partners:** Amica, Atrion, Citizens Bank, CVS, Purvis Systems, ShapeUp, OpenWorks Group

**Strategic Partners:** Opportunity@Work, Tech Collective, SENEDIA

**Abstract:** The Partnership for Real IT Jobs seeks to create an ecosystem that supports the placement of over 200 nontraditional candidates into On-the-Job training opportunities that will lead to fulltime positions in technology jobs over a three year period. Using proprietary training and credentialing system, this partnership will develop an innovative new entry point into high-skilled high-paying IT jobs.

## MANUFACTURING

### Leadership Development Partnership of Rhode Island

**Lead Applicant:** Toray Plastics (America) Inc.

**Employers Partners:** Toray Plastics (America) Inc., Astro-Med Inc. (dba AstroNova), Taco Comfort Solutions, Teknor Apex, Nordson EFD

**Strategic Partners:** URI Center of Human Services, URI College of Continuing Educaiton, RI Manufactures Association

**Abstract:** The employers driving the Leadership Development partnership believe that retaining a talented workforce and identifying employees to enter leadership positions is paramount to their future success. Therefore, the partnership has developed a training program focused on leadership development. Employees who participate in such training can acquire new skills and advance in their careers, while employers benefit from a pool of emerging leaders to guide operations into the future.

### Phoenix Partnership

**Lead Applicant:** Hyman Brickle & Son Inc.

**Employers Partners:** Aspen Aerogel, Boukaert Industrial Textiles, Becker Manufacturing Company, VIBCO, Hyman Brickle & Son Inc.

**Strategic Partners:** Rhode Island Manufacturers Association, Employers Association of the Northeast

**Abstract:** The Phoenix Partnership seeks to develop a Manufacturing Center of Excellence (MCE) that will serve as a resource for companies and workers to access innovative training solutions that will support industry growth and cultivate best practices. The employer-led MCE will ensure that recent hires and incumbent employees are equipped to meet the needs of Rhode Island's manufacturers in order to: fill jobs, sustain employment, and increase internal career advancement. By facilitating career development, the Phoenix Partnership will establish a fluid workforce pipeline that encourages new job opportunities through an 'upskill – backfill' system of promotion. The MCE will ensure employees have the skills to succeed in jobs critical to the success of Rhode Island's manufacturing industry.



## Rhode Island Manufacturing Boot Camp

**Lead Applicant:** Polaris MEP (University of Rhode Island Research Foundation)

**Employers Partners:** Chemart, Pilgrim Screw, Yushin, Hexagon Metrology, Guill Tool, Taylor Box Company, Electric Boat

**Strategic Partners:** Rhode Island Manufacturers Association, RI Marine Trades Association , International Yacht Restoration School, Workforce Performance Solutions, University of Rhode Island, RIDLT

**Abstract:** This partnership intends to operate a Rhode Island Manufacturing Boot Camp – an intensive six-week program that will focus on taking potential unemployed and under-employed candidates and providing them with a mix of life skills, job skills, and manufacturing skills necessary to increase their employability and prepare them for jobs in the manufacturing industry. The program will increase the pool of candidates with the requisite job skills, work ethic, and social skills needed to succeed in manufacturing careers.

## MARINE TRADES

### Marine and Composites Partnership

**Lead Applicant:** Rhode Island Marine Trades Association (RIMTA)

**Employers Partners:** Bristol Marine, Goetz Composites, Gowrie Group, Hunt Yachts, Jamestown Boatyard, New England Boatworks, Nicholson Yachts, Resolute Racing Shell, Ship to Shore, Symmetrix Composite Tooling, US Watercraft

**Strategic Partners:** RIMTA, Composites Alliance of RI, Polaris MEP, MTTI, Confident Captain (Dresser Marine), International Yacht Restoration School, New England TECH, Workforce Solutions of Providence/Cranston

**Abstract:** The Marine and Composites Partnership is focusing on workforce challenges and economic issues related to three specific areas of concern in Rhode Island's marine trades industry: underserved industry sectors including composites and charter yachting; cross-industry collaboration opportunities to address common skills gaps; and the need for expanded recruitment efforts and retaining talent connected to in-demand occupations and cross-industry competencies.

## REGIONAL

### The Hire Path Program

**Lead Applicant:** OIC of Rhode Island, Inc.

**Employers Partners:** Electric Boat, Thielsch Engineering, ACE Mattress Recycling, Providence Foundation (over 100 member firms)

**Strategic Partners:** Amos House, New England Institute of Technology- SAMI, Rhode Island Public Transit Authority, Providence Career and Technical Academy, Workforce Solutions of Providence-Cranston

**Abstract:** The 'Hire Path' Program seeks to prepare low-income, low and semi- skilled adults for sustainable wage occupations in the marine trades and manufacturing sectors. The partnership will focus on inner-city neighborhoods in Providence and will identify traditionally underrepresented candidates for assessment, training, experiential learning opportunities, and ultimately placements in the welding trades.

## ManUp 2 Careers

**Lead Applicant:** Man Up Inc.

**Employers Partners:** Craftmaster's Professional Contractors, Pezzuco Construction, RI Carbide Tool Company, Office Recycling Solutions, General Dynamic/Electric Boat

**Strategic Partners:** Shipbuilding/Marine Trades and Advanced Manufacturing Institute (SAMI), Rhode Island Training School, Rhode Island Adult Correctional Institution

**Abstract:** The 'Man Up 2 Careers' program aims to provide remedial education, workforce readiness training, and vocational training in machining and welding to prepare low-income, formerly-incarcerated participants for jobs to fill high-growth jobs in the manufacturing and marine trades industries. Training has been developed to meet the needs of industry employers, and wrap-around services, including intensive case management, mental health counseling, and referrals for housing and support services, will support the success of training participants. The partnership seeks to increase the pool of trained candidates to meet industry needs while reducing recidivism in the corrections system.

## Real Jobs Partnership of Northern Rhode Island

**Lead Applicant:** Connecting for Children and Families

**Employers Partners:** Amica Insurance Company, Bank of America, Citizens Bank, Navigant Credit Union, Pawtucket Credit Union, Innovex

**Strategic Partners:** Northern RI Chamber of Commerce, Roger Williams University, Community College of RI, Innovative Insurance Partnership

**Abstract:** The Real Jobs Partnership of Northern Rhode Island will launch the *NRI Career Academy* to provide competency-based training that meets the goals, skills gaps, and real-time opportunities in banking, insurance, call centers, and bookkeeping/accounting positions identified by employer partners. The Career Academy will grow over time by providing training to meet demand and close skills gaps across an increasing variety of industries. The partnership seeks to place northern Rhode Island jobseekers into jobs that are in high-demand and are part of a career path that lead to family-sustaining wages.

## Westerly Regional Real Jobs Partnership

**Lead Applicant:** Ocean Community Chamber of Commerce

**Employers Partners:** Westerly Hospital, Washington Trust Company, Darlington Fabrics/Moore Company, Westerly Public Schools, Ocean Community YMCA, Ocean House, Paddy's Beach Club, Grey Sail Brewery, Valenti Toyota, Servpro of Washington County, Hauser Chocolatier, Professional Planning Group, Hoyt Fillipetti & Malaghan

**Strategic Partners:** Operation Stand Down RI, Literacy Volunteers of Washington County, Education Exchange, Families Learning Together (WPS Family Literacy), Westerly Library and Wilcox Park, Westerly EDC

**Abstract:** The Westerly Regional Real Jobs partnership takes a regional, cross-industry approach to meeting employer skills needs- particularly focusing on soft skills, customer service, and digital literacy. Regional employers, with the guidance of the Chamber of Commerce, have developed an intensive training program focused on Essential Skills, Digital Literacy, and Workforce Readiness, that will run twice a year, each time followed by an internship, unless a trainee can be placed into a paid position immediately following the intensive training course. Employer recommended incumbent workers will also have the opportunity to participate in relevant components of the program. Two intensive 'Biz Camps' for High School Students will be held during February and April vacations.